

## Executive Development

### INTRODUCTION

Designed for Senior Managers who have the responsibility for developing the culture and commitment of their teams. The course reviews current skills and how to adapt and develop them to achieve the best from your people

### COURSE OBJECTIVES

*By the end of this course, delegates will have:*

- **Described** the links between culture and values and the ways in which managers can influence behaviours
- **Examined** the conditions which need to exist to develop the potential and performance of their staff to meet business objectives
- **Identified** clear leadership actions to create the model of commitment
- **Identified** the ways in which they can win commitment through leadership
- **Practised** advanced listening , questioning and summarising skills
- **Practised** influencing skills to ensure commitment, rather than compliance
- **Demonstrated** their ability to choose the appropriate leadership style for each stage of development of the team and the individual
- **Discussed** and agreed ways in which they can set up monitoring and control systems whilst still allowing for the development and self-management of their staff
- **Described** the potential benefits and pitfalls of empowering their staff

**COURSE DURATION:** 1 Day Course

### COURSE CONTENTS

#### Creating the Culture

Creating a high performance culture  
The link between culture and values  
Linking values and behaviour  
The model of commitment  
Winning commitment through leadership  
Sharing the vision  
Communicating to enthuse and inspire

#### Developing Performance

Acknowledging and giving praise  
Giving constructive feedback  
Building self esteem  
Encouraging personal growth

#### Influencing Others

Communicating to influence  
Influencing styles  
What is your favoured style of influencing  
Choosing an appropriate style  
Planning an influencing strategy  
Structuring the argument  
Win-win as a behavioural strategy

#### Situational Leadership

Flexibility in leadership style  
Development levels  
Changing your style as the individuals and the team develop  
Developing a leadership action plan

#### Delegation as a Development Tool

Managing and developing performance through delegation  
Monitoring and control  
Creating an individual delegation plan

#### Empowering Your Workforce

What is empowerment?  
Barriers to empowerment  
Identifying hidden talents  
Five levels of decision-making

#### Personal Development Action Plan

*Throughout this course there will be a number of practical exercises carried out which will enable delegates to put into practice most of the theory covered*

[www.oaktree-training.co.uk](http://www.oaktree-training.co.uk)

